

ROUTING AND RECORD SHEET				DD/A REGISTRY	
SUBJECT: (Optional)				FILE: 18-6-	
FROM: Executive Secretary Language Development Committee Room 426, CofC			EXTENSION	NO. 83-0315/1	
				DATE 7 February 1983	
TO: (Officer designation, room number, and building)			DATE 9 FEB 1983		OFFICER'S INITIALS
e0/00A			RECEIVED	FORWARDED	
1.	James McDonald Chairman, LDC 7D-18, Hqs.		1 MAR 1983	<p>Recently some directorate LIP policy differences surfaced during the coordination of the FY-1982 Annual Report and the revised headquarters notice which has yet to be approved as</p> <p>The major contention is the proposed DDO policy which would allow Language Use Award recipients to opt for the greater cash awards for groups II and III languages in the Maintenance Program instead of taking the Use Award. DDS&T has proposed that this policy not be allowed.</p> <p>Additionally, the Comptroller's office in coordinating on the proposed LIP notice, suggested that whatever the decision on this matter is, it should be addressed directly in the notice.</p> <p>Attached are memoranda covering both positions. The DO paper is being coordinated in Directorate divisions; it has not yet been submitted for approval.</p> <p>Feelings about this matter are strong. We believe an LDC meeting to discuss this proposal more fully would be appropriate. If you agree we will schedule a meeting for later this month.</p>	
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MEMORANDUM FOR: Deputy Director for Operations

VIA : Chief, Career Management Staff

FROM :
DO Senior Training Officer

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SUBJECT : Language Maintenance Award Standards

1. Within the Language Incentive Program (LIP) each Directorate retains a degree of latitude in terms of implementation as a way of assuring that LIP can be made responsive to differing objectives and situations. Notwithstanding that basic flexibility, it is equally important that, within a given Directorate, the LIP program be applied uniformly to prevent inequities, distortions and erosion of basic confidence in the system and the program. With the above in mind this proposal is made in regards to Language Maintenance Awards (LMA) which, by virtue of certain peculiarities of LIP, lend themselves to differing groundrules.

2. It is recommended that the following guide all DO components:

a. Reaffirm Agency Language School as the principal testing office for monetary awards and acceptance of other tests only when Agency testing is not possible.

b. For language maintenance awards, which are paid annually, there must be annual testing for all working in or transitting the Headquarters area.

c. For individuals serving abroad the Agency test is valid until the end of tour or whenever the individual transits the Headquarters area. The obligation is on the individual to seek and be tested at the Language School to be able to collect maintenance awards.

d. For the foreseeable future, because the purpose of LIP is to foster language growth and maintenance, there is no limit to the number of language maintenance awards which may be paid to one individual if indeed he or she is available to apply those languages in support of the DO's mission.

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e. Where a maintenance award exceeds the Language Use Award (LUA) (Group II and III languages) and the individual has been tested successfully at the highest level achieved since 1970, the person may be paid an LMA instead of a LUA. The practical effect of this is to increase payments to individuals in the field using the most difficult languages.

f. Finally, it is up to each component to assure that individuals are enrolled in language maintenance only when they are genuinely available to use the language(s).



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APPROVED:

Deputy Director for Operations

Date

ROUTING AND RECORD SHEET				
SUBJECT: (Optional) Proposed CIA Language Incentive Program, DRAFT B (Job #139)		STAT		
FROM: Regulations Control Division 1105 Ames Building		EXTENSION <div style="border: 1px solid black; width: 40px; height: 1.2em; margin: 2px auto;"></div>	NO. DATE 4 February 1983	
TO: (Officer designation, room number, and building)		DATE <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">RECEIVED</div> <div style="width: 45%;">FORWARDED</div> </div>		OFFICER'S INITIALS
1. Admin Assistant, LDC, OTE				COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.) To Linda - STAT Our plan has been to publish proposed as soon as STAT possible.
2. 426 C o C Building				Forwarded herewith, per our telephone discussion today, is a copy of the DDS&T response dated 31 January 1983 for your review. It would be appreciated if you would resolve the DDS&T concerns with the DDS&T member STAT of the Language Development Committee, and advise Regulations Control Division.
3.				We anticipate receiving a response from the Office of General Counsel today.
4.				Please let me know if I can be of assistance.
5.				<div style="border: 1px solid black; width: 150px; height: 40px; margin: 5px auto;"></div> STAT
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31 January 1983

MEMORANDUM FOR: Chief, Regulations Control Division


FROM:



Chief, Administrative Staff, DDS&T

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SUBJECT:

Proposed , CIA
Language Incentive Program, DRAFT B
(Job #139)

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1. We in the DDS&T believe that the following sentence should be added at the end of the first paragraph at the top of Page 6 of the subject draft regulation:....meeting language needs. They are not to be used as surrogates for the Language Use Awards, the requirements for which are contained in paragraph 3a.

2. We are disturbed to see in the draft report of the Language Development Committee for FY-82, which was circulated recently by the Language School, two references (pages 35 & 41) to the possibility that officers receiving a Language Use Award may, at their option, switch to the maintenance program. The report states that because the maintenance award amounts have been raised to the point where they now exceed the early Language Use Award sum of \$1300, this may cause some individuals currently receiving the Language Use Award to switch to the maintenance program.

3. This seems to us a violation of the intent of the program. If an officer is receiving an LUA, he is getting it because language use is a regular part of his work and a major ingredient in effective performance of the job. If that is so, he ought not to be eligible for a maintenance award, which is intended to preserve language skills for eventual later use. If an officer is using language now, he should be paid the Language Use Award; if he is maintaining a language for eventual later use, he should be paid the maintenance award. But, he should not be allowed to substitute the maintenance award for the use award simply because it pays him more money. That is abusing the system.



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